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### POLICY AGREEMENT

on the adoption and application of a uniform plan for granting salary differentials to employees occupying positions subject to the Classification Act of 1923, as amended, which are located in the territories and insular possessions of the United States

#### I. Objectives of agreement:

1. To bring about a condition whereby employees of all Federal agencies located in the same geographic area of the territories and insular possessions of the United States, who perform work of the same class (which is subject to the Classification Act) under essentially the same conditions, and who were recruited from the same sources shall receive equal uniform treatment in the matter of salary differentials.
2. It has been agreed that a uniform plan or formula to attain these objectives is desirable.

#### II. The agreement.

1. Hereafter a percentage salary differential will be added to the basic pay of Federal employees in the territories and insular possessions of the United States as set forth herein. No other form, amount, or percentage of differential will be used except as provided in this agreement.
2. The scope of this agreement is limited to positions located in the territories and insular possessions of the United States, and in the Atlantic bases of British Guiana, Trinidad, Antigua, St Lucia, Jamaica, Bermuda, The Bahamas, and Newfoundland.
3. This agreement applies exclusively to classes of positions which are subject to the Classification Act of 1923, as amended. It covers all such classes.
4. A uniform salary differential of 25 percent of the employee's base salary is hereby adopted and will be applied under the conditions and in the manner outlined herein.
5. Modifications to and exceptions from this agreement must be approved by all signatory agencies before they are put into effect. Exceptions may cover (a) percentage of differential allowed, (b) classes of positions covered, and (c) groups of employees covered.
6. Special conditions of application.

##### (a) Territory of Hawaii:

- (1) Differential to be applied to all employees regardless of where recruited.

##### (b) Alaska:

- (1) Applied only to personnel recruited from the States.

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c. Puerto Rico and Virgin Islands:

(1) Applied only to personnel recruited from the States.

d. The Atlantic Bases:

(1) Applied only to citizens of the United States,

7. The terms of this agreement will be effective immediately and will be put into operation by all departments and establishments which are parties to the agreement on or before January 15, 1943.